



2025 NACD North Central Region Survey

The purpose of this survey is to develop a comprehensive reference resource outlining the organizational structure and functions of the state associations and conservation districts within the eight states in the North Central Region. Gaining a foundational understanding of each state’s unique structure enables North Central Region board members and their executive directors to make informed decisions, while building institutional knowledge and understanding of neighboring states’ operations.

Special note: Wisconsin runs its local conservation delivery through counties, having statutorily replaced the district model in 1982. Land conservation departments ("LCDs") in Wisconsin are close equivalents of conservation districts in other states. Land Conservation Committees ("LCCs") in Wisconsin are close equivalents of conservation district boards in other states.

| NACD North Central Region States and their Associations | | |
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| Illinois | Association of Illinois Soil and Water Conservation Districts | AISWCD |
| Indiana | Indiana Association of Soil and Water Conservation Districts | IASWCD |
| Iowa | Conservation Districts of Iowa | CDI |
| Michigan | Michigan Association of Conservation Districts | MACD |
| Minnesota | Minnesota Association of Soil and Water Conservation Districts | MASWCD |
| Missouri | Missouri Association of Soil and Water Conservation Districts | MASWCD |
| Ohio | Ohio Federation of Soil and Water Conservation Districts | OFSWCD |
| Wisconsin | Wisconsin Land + Water / Wisconsin Land and Water Conservation Association | WLWCA |

State Association

| Association Priorities | | | | |
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| IL | Legislative advocacy (increasing state budget appropriations to SWCDs, conservation programs, etc.) | Building capacity within the Association to better assist and represent districts | Improving communications between AISWCD, SWCDs, and state government | Increasing visibility of SWCDs and their work to both lawmakers and the public |
| IN | Legislative advocacy | Training for districts | Statewide programs to support district capacity | |

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| IA | Supporting the soil and water conservation districts through public education, acknowledgement, commissioner development, policy, on-the-ground conservation, conservation practice promotion, events and more. | | | |
| MI | We are currently in need of an updated strategic plan to help us formally determine these priorities. MACD currently has a strong focus on legislative advocacy. Michigan state funding for conservation districts is significantly lower than that of other Great Lakes states. In addition to advocacy, identifying collaborative funding opportunities and providing various types of administrative support to districts are key activities. We also hold a couple of grants which work with districts in a variety of ways, so we need to stay compliant with our existing grants. | | | |
| MN | Legislative Advocacy to obtain SWCD state funding for operations, technical assistance, and financial assistance | Grassroots policy development | Training for our district members – both supervisors and staff | |
| MO | Advocacy for conservation | Conservation on the ground | Parks, soils, and water tax renewal | Support local soil and water conservation districts |
| OH | Legislative advocacy to secure funding for districts and providing the tools to assist in their advocacy | District engagement and education | | |
| WI | Training/education | Legislative/policy advocacy (including advocating for funding for LWCDs) | Creating a community/social hub for our LWCD members and conservation partners in WI | |

Association Employees

| | How many employees do you have (full/parttime) | What are their roles (program, administrative, etc.)? | How are your employees funded (operations budget, grant/cooperative agreement, etc.)? |
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| IL | 4 full-time employees 2 part-time employees | Executive Director Development Director Special Projects Manager Office Manager Finance Manager | Through a mix of grant agreements and AISWCD operations funds (largely created through dues paid by the districts) |
| IN | 21 full-time employees | 19 program staff 1 finance manager 1 executive director | 19.5 grant-funded/cooperative agreement-funded 1.5 membership dues-funded |

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| IA | 44 full-time employees | 1 Executive Director 1 Program Assistant 2 Conservation Planning Coordinators 25 Administrative Support Specialists 5 Conservation Wetland Specialists 5 Land and Water Conservationists 5 Wetland Engineering Technicians | Staff are funded by a combination of membership dues, grants, and cooperative agreements |
| MI | 3 full-time employees | Executive Director (FT) Grant Administrator (FT) Program Manager, Farmer-Led Group Program (FT) – current funding for this program ends December 2025 Hiring an Outreach Specialist (PT) – this will be temporary unless additional funding is identified | Grant funding Operations budget from membership dues Annual Conference revenue |
| MN | 3.75 full-time employees | Executive Director Assistant Director Events Manager Office Manager | Primarily through operations budget with some grant agreements |
| MO | 3 full-time employees 1 part-time employee | Executive Director (FT) Training Coordinator (FT) Archeologist (FT) STAR Coordinator (PT) | Operations budget and grant agreements |
| OH | 2.5 employees | Administrative Program Legislative | Operating budget and grant programming |
| WI | 8 full-time employees 3 half-time employees (.5 FTE) | We have the equivalent of 1 FTE (across several positions) dedicated to admin, and the remainder are program. | Operations budget (from membership dues, revenues from events) Cooperative agreements with federal government Contracts/grants from state government (departments of agriculture, natural resources) Grants from private foundations |

Association Voting Members

| | Who are your voting members? | How many votes does each member get? | Additional information |
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| IL | Each district in good membership standing is a voting member | 1 | |
| IN | Every dues-paying district | 1 | |
| IA | 500 locally elected Iowa Soil and Water Conservation District Commissioners | 1 per commissioner | 9 Regional Directors are elected to the CDI Board of Directors by the membership at their corresponding Spring Regional Meetings. The Board of Directors (Regional Directors) chooses the 5 members of the Executive Committee (President, Vice President, Secretary, Treasurer, and Past President) which handle daily oversight of association business |
| MI | 1 director from each of the 75 districts is chosen from their district board to vote on behalf of their district at the MACD annual business meeting. | 1 vote per eligible district | The eligibility of a district to vote is contingent on being present at the business meeting and current on membership dues. |
| MN | The 440 local SWCD board members from 88 dues paying districts | 1 vote per district board supervisor | The members vote during the annual meeting on business items including policy resolutions, state bylaws, election of state officers, annual dues via the budgeting process. |
| MO | Dues-paying SWCDs | 1 vote per district | |
| OH | Dues-paying SWCDs | 1 vote per district | |

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| WI | Counties that pay the annual full “Member County” dues shall be “Member Counties.” All Land Conservation Committee (LCC) members and Land Conservation Departments (LCD) staff of each “Member County” shall be “Members” of the Association and all Association services and privileges and voting rights shall be made available to them. | Depends on the matter being voted on, but on matters such as bylaws revisions, each member county gets two votes – one for LCC (supervisor) and one for LCD (staff). As it relates to representatives we elect to our state’s Land and Water Conservation Board, which can only be LCC members, member counties are only allowed a single vote for LCCs. | |
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Association Board

| | How many directors are on your association’s board? | What are the term limits (if any) for your association’s officers? | How frequently does your association board meet (monthly, quarterly, annually, etc.)? | How does your association elect directors? |
|----|---|--|---|---|
| IL | 25 | President – 2 consecutive 2-year terms Vice President – elected annually, no term limit Secretary – elected annually, no term limit Treasurer – elected annually, no term limit | Quarterly | Association Directors are elected individually in their respective Land Use Council (LUC). (LUCs are similar to what other states term “areas” or “regions” as they are regionally based.) |
| IN | 12 | None | 8 times per year | Directors are nominated from their region |
| IA | 9 (1 per each region) | None | Quarterly | Each regional director is elected at their corresponding Spring Region Meetings annually for a one-year term with no term limit. |

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| MI | 1 – 3 directors from each of the 10 regions (up to 30 directors total) | Association officers' terms are 2 years with no term limits | Quarterly – sometimes virtually, sometimes in-person | The State Council (aka the Association Board) is comprised of members of the Executive Committee (President, VP, Sec-Treas, Past President) a regional chair, regional vice chair, and regional secretary-treasurer who are voted in or appointed for each of the ten regions in the state according to MACD bylaws. Each region receives one vote at state council meetings. |
| MN | 9 | President and Vice President are elected to a 2-year term with a 2-term maximum | 9 or 10 times per year | Minnesota President and Vice President are elected by the membership at the annual meeting; area directors are elected by their member SWCDs during area (regional) meetings |
| MO | 8 | 2 years | At least quarterly but more if needed | Dues-paying SWCDs vote at area meetings |
| OH | 30 | 2-year terms, 1 term per office | 2 times per year and as needed | Five directors are elected per area at the winter area meetings. Each supervisor gets 1 vote. |
| WI | 16 total Board of Director (BOD) members + 16 alternates that attend if the primary BOD members are not able to. BOD membership is 50% LCC members (county committee members – like supervisors) and 50% LCD members (county staff – like SWCD staff) | 2-year terms with no term limits | Quarterly | We have 8 area associations that represent different regions of the state (each area with 7 – 11 counties) which elect 2 BOD members (1 LCC, 1 LCD) to represent each area. |

| | How many areas/regions does your association have? | How many directors are in each area/region (including chair, vice chair, etc.)? |
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| IL | 16 LUCs, divided into 4 areas | 1 Association Director per LUC, 1 VP per area |
| IN | 8 | 1 director, 1 assistant director |
| IA | 9 | 1 director per region. Directors elect officers from among themselves. |
| MI | 10 | 1 chair, 1 vice chair, 1 secretary-treasurer |
| MN | 8 | 1 director, 1 co-director (aka vice chair), 1 secretary-treasurer |
| MO | 8 | 1 director, 1 st alternate, 2 nd alternate |
| OH | 5 | 5 members, 1 chair |
| WI | 8 | Each area has a president, vice president, treasurer/secretary (some combine this position into one), and a coordinator that organizes meetings and is a liaison to our state association. |

| | Does your association have an Executive Committee or other decision-making body? | How many members serve on the committee? | Who does this include (roles in the association)? | How often do they meet? |
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| IL | Yes | 8 voting 3 non-voting | President Vice President Secretary Treasurer 4 Area Vice Presidents Immediate Past President 2 Members Employees Association 1 Member Ladies Auxiliary | Monthly |
| IN | Yes | 4 | President Vice President Secretary Treasurer | 8 times per year at the normal board meetings and ad hoc as needed. |
| IA | Yes | 5 | President Vice President Secretary Treasurer Immediate Past President | Monthly |

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| MI | Yes | 5 | President Vice President Treasurer Past President Association Executive Director | Monthly or as needed |
| MN | Yes | 3 | President Vice President Secretary-Treasurer | As needed |
| MO | No | N/A | N/A | N/A |
| OH | Yes | 5 | 5 officers, area chairs, and a past president who currently serves as a non-voting advisor | As needed, but frequently via text |
| WI | Yes | 6 (3 LCC, 3 LCD) | Chair (who acts as the Vice President of the Exec Committee) Vice Chair (who acts as the President of the Exec Committee) Treasurer Secretary 2 at-large members | 4 – 6 times per year |

| | How many committees does your association have? | What are the different committees (area of focus such as legislative, education, etc.)? | How frequently do the committees meet? |
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| IL | 10 | Communications Planning Legislative Forestry Nominating Financial Urban and Community Conservation Executive Resolutions Education | Executive Committee – monthly All other committees – at least once a year; more often as needed. |

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| IN | 3 | Legislative Finance Governance | Roughly monthly |
| IA | 8 | Executive Finance and Personnel Awards, Scholarships & Poster Event Planning Resolutions Budget Audit | Executive Committee meets monthly. Other committees meet once per year or when convened by the President. |
| MI | 11 standing committees. Bi-annually a 5-member Election Committee is appointed by the President. Per MACD bylaws, the committee members are district directors who are not members of the State Council. The State Council is required to approve the appointment of committee members as per the bylaws. | Executive Financial Legislative Governance Event Planning Development Human Resources Policy Committee Conservation Education Envirothon Awards MIFarmLink (pending ratification) | Varies widely, depending on the committee. Some meet biweekly, monthly, quarterly, semiannually, annually, or as needed. |
| MN | 5 | Legislative Finance Awards Policy Nominating | Once or twice a year |
| MO | 3 | Budget By-laws Strategic planning | As needed |
| OH | 2 | Legislative Human Resources | As needed |

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| WI | 8 standing committees with a couple more working groups, ad-hoc committees, and subcommittees | <u>Standing Committees:</u> <ul style="list-style-type: none"> • Great Lakes Basin • Health and Conservation • Legislative/Administrative • Mississippi River Basin • Outreach • Professional Improvement • Technical • Youth Education <u>Subcommittees:</u> <ul style="list-style-type: none"> • Equity Working Group • Agricultural Tiling Subcommittee • Youth Education Subcommittee | It varies from 1 – 6 times per year. |
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State Association Funding

District Dues

| | How much are your membership dues? | What are the benefits for paying/consequences for not paying? | Are there any hardship exemptions? If so, how are they managed? |
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| IL | Dues are set at 5% of what each district receives from the state for operations support | Benefits include voting rights during annual meeting; non-paying districts are not eligible to vote. | Yes, on a case-by-case basis |

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| IN | Dues varies by district with an average \$4,000/ district. To determine the dues amount, IASWCD determines the association's budget needs and then allocate dues invoicing according to CNAV (certified net assessed value) of the county. So this is a progressive dues model where wealthier districts are paying more than less wealthy districts. | Those who do not pay do not get a vote at the annual meeting. For those that pay a "Gold" level membership (an additional 10%) the district gets special benefits such as discounted or free registration for the IASWCD annual meeting. | Yes, on a case-by-case basis |
| IA | \$1,000 per district annually | Non-dues paying districts do not have access to benefits such as education, no legislative updates, no participation in the policy process (including no voting, no resolutions accepted, etc.), no grants, no assistance (technical or otherwise) from the association. <i>(See a list of benefits in Appendix A, p. 29)</i> | No |
| MI | \$650 annually for basic membership, \$1,300 annually for advanced membership – due annually at the beginning of the fiscal year. | Benefits include advocacy, voting privileges, MACD news and updates, district support, discounts to conferences/in-person events, discounts for webinars/online training, discounts to the online store, QuickBooks Discount Program, access to library of training resources, Social Media Content Guide and marketing support, marketing and branding tools, business support tools – GSuite, listings on the job board, events listed on the MACD website, jobs/events promo on social media and in email newsletter, access to Fisher Insurance Policy, 501(c)3 grant umbrella Non-dues paying districts lose their voting privileges, access to the group insurance program, and all other benefits. MACD is currently working on implementing a stronger policy regarding non-payment of dues. Almost all districts pay membership dues but not always in a timely manner. | Yes, on a case-by-case basis. Districts can set up payment plans as needed. |

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| MN | Approximate dues range between \$4,500 - \$7,000 per SWCD. The dues formula is reflective of MN SWCDs operational funding – which is provided by both state and county funding sources. The dues formula range includes a 50% equal base amount per district and the other 50% is based on an amount that is reflective of a 5-year moving average of county population and market value. | Benefits include voting rights for association business, submission for local policy resolutions, access to association legislative communications, access to association training events/conference, and committee representation. Non-dues paying districts do not receive communications from the association, are unable to vote, unable to submit resolutions for statewide member consideration, ineligible to serve on the state board. | The SWCD requesting a dues hardship designation is required to provide the association with financial information to document the financial hardship. The finance committee (peers) and/or board reviews, and the board makes the final designation. |
| MO | \$550/year | Only dues-paying members are allowed to vote | No |
| OH | Approximate dues range between \$415 - \$15,000 The formula to determine the dues: [state appropriations + county appropriations] x .006 + \$200 | Non-dues paying districts are not eligible to participate in programs, grants or take advantage of any special offers/opportunities. | Yes, at the discretion of the board. Currently, no districts are utilizing this provision. |
| WI | Roughly from \$1,400 - \$3,125 per county. It varies based on a county's equalized assess property values – to set dues in an equitable manner. | Non-dues paying counties cannot have reps on our BOD and cannot participate on our committees. Non-dues paying counties cannot receive scholarships that our committees distribute. (This is an area we are working to clarify as we had one county not pay dues this year for the first time in five years.) | No |

| | Does your state association receive state funding? | Does your association have cooperative agreements and/or receive grant funding? |
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| IL | Not directly, though we have received grant funding in the past which we applied for | Yes, currently through agreements with NRCS, but we are exploring new revenue options through private foundations to build our operations capacity |
| IN | No | Yes |

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| IA | No direct state funding to CDI, but the Iowa Department of Agriculture and Land Stewardship (IDALS) supports each conservation district with an annual allocation of \$3,000 which can be used to pay dues to CDI and NACD as well as payment for office supplies, mileage reimbursement, etc. IDALS also supports CDI's annual conference by paying for conference registration fees and hotel costs for all district commissioners and assistant district commissioners. | Yes |
| MI | No | Yes |
| MN | Very minimal state funding and usually in the form of a small grant from a state agency for a specific outcome or deliverable. | Yes. We may have a grant with a state agency or a federal agency for a specific outcome or deliverable. |
| MO | No | Yes – with NRCS and NACD |
| OH | No | Yes |
| WI | No | Yes |

| | Does your association receive income from the sale of a product or service? | What are your main fundraising activities? |
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| IL | No | Annual Conference Auction and sponsorships/donations, Envirothon |
| IN | No | Sponsorships for conference and award programs |
| IA | No | In addition to our grant-funded programs and our annual dues, we collect sponsorships for our annual conference and annual Envirothon competition, as well as an auction to help raise funds for our scholarships at the annual conference. |
| MI | Yes, but very limited – less than \$1,000 per year. | We are currently developing sponsorship and donation/fundraising revenue programs. These have not been substantial sources of revenue in recent years. Our annual conference used to be a revenue source but currently breaks even. |
| MN | Yes. We receive non-dues member income from services. (see next box for examples) | Non-dues revenue includes grants/contracts for specific services; Association Annual Meeting and associated revenue from tradeshow, annual meeting sponsorships, and award sponsorships. |
| MO | No | Annual conference registration, dues, and auction |
| OH | No | Some event sponsorships |
| WI | Yes, we occasionally sell merchandise | Grants |

| | How does your state association track its membership (individuals, dues payments, committee membership, etc.)? Is it through Excel, Access, a Customer Relationship Management (CRM) System/Platform or other system? |
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| IL | Excel |
| IN | Excel, QuickBooks |
| IA | Excel |
| MI | We use a Google sheets spreadsheet and compare that to QuickBooks. We are in the process of transitioning our membership management to Growth Zone that will add features and management tools. Our ability to fully utilize this platform has been hampered by our internal association capacity, which is why we are hiring a part time person to support development. |
| MN | Primarily through Excel and Access |
| MO | Excel |
| OH | Excel |
| WI | Excel |

Communications/Advocacy

| | What regular communications does your association publish/produce; how often is it sent, and who is the intended audience? |
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| IL | A weekly electronic newsletter geared more towards conservation districts, but it is available to anyone who wants to subscribe. General conservation news is included. Additionally, the Executive Director sends updates to everyone in the association’s listserv on relevant AISWCD updates, especially related to legislative news. |
| IN | Biweekly newsletter Weekly legislative updates during session – both are published for conservation district and conservation agency partners (the Indiana Conservation Partnership – ICP) |
| IA | Monthly “Connections” newsletter. The audience is district commissioners and partners. |
| MI | Quarterly association newsletter, primarily focused to conservation districts but also appropriate for general audience Quarterly educational newsletter, targeted to teachers and educators wanting to bring conservation into their classrooms and conservation district who are doing educational activities. Training webinars both for a general audience to introduce them to conservation districts and conservation, as well as training webinars for conservation districts for conservation district training. We have done 2 so far this year (2025) and our goal is to make these webinars monthly. |

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| MN | <p>Newsletter emailed to members and subscribers 10 times/year; approximately 1,250 subscribers.</p> <p>Weekly SWCD job announcements to members.</p> <p>Weekly or bi-weekly informational items including association board meeting agendas, training offerings, “call for resolutions,” weekly legislative updates during legislative session; advocacy webinars, etc.</p> <p>Primary audience is both SWCD board members and SWCD employees.</p> |
| MO | Emails with SWCD staff and updates on MASWCD website |
| OH | We do not publish a newsletter, but we push out regular email communications |
| WI | <p>We publish an electronic newsletter 3 times/year – our members are the intended audience.</p> <p>We send out periodic e-updates (via Constant Contact) focused on upcoming training opportunities, conservation news, and legislative/policy updates. (These are all branded as unique and separate communications pieces.) The audience is our members.</p> |

| Does your association have a lobbyist? | |
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| IL | Yes |
| IN | Yes |
| IA | Yes |
| MI | No. We work to develop relationships with the lobbying arm of other related organizations to take advantage of shared priorities. |
| MN | Our assistant director serves as the primary lobbyist, and we also contract with a public relations firm to assist with legislative affairs |
| MO | No |
| OH | No |
| WI | Yes. Our executive director is our lobbyist, but it constitutes a very small percentage of his job duties. We also have a contract lobbyist. |

| Does your association conduct advocacy for state and federal legislation? If so, share examples. | |
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| IL | Yes, for state legislation. We pushed hard for SB 2387 this year (2025), legislation we crafted to create a sustainable revenue stream for SWCD operations moving forward. We will also work with partners on other legislation which compliments the mission of SWCDs. |
| IN | Yes https://iaswcd.org/advocacy/policy-advocacy/ |
| IA | Yes We employ a lobbyist who advocates for our resolutions at the Iowa Legislature, and we also attend the NACD Spring Fly-In in Washington, D.C. We also contact legislators and Congressional delegates as needed. |

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| MI | <p>Yes.</p> <p>Our primary advocacy on the state level is related to funding, but we also monitor other bills and legislation and support resolutions from the individual districts as appropriate.</p> <p>We have had ongoing conversations on the federal level related to the farm Bill and related legislation.</p> |
| MN | <p>Yes</p> <ul style="list-style-type: none"> • MASWCD conducts legislative panel forums and/or advocacy training sessions during the MASWCD annual meeting in December prior to the start of the legislative session (January – May) • MASWCD board of directors adopts a state legislative platform and spearheads legislation: We seek district members to serve on our association’s Legislative committee. The President makes the final appointments. The committee process helps to engage the district members and at the same time provides them with accountability and ownership of our association’s legislative platform recommendations for our state board’s consideration and adoption. • Conduct MASWCD legislative platform webinar for district members: this includes an online seminar for our members to explain the state association’s legislative priorities, bill introductions that we requested on behalf of our members and/or their conservation programs. • Conduct MASWCD Legislative Briefing and Day at the Capitol (2-day event) for members: Day 1 MASWCD provides a forum for members to engage with legislators and review bills, hear from the administrative branch as well as key legislators and association leadership. Day 2 includes an SWCD day at the Capitol for district members to meet with their state senators and house members. • Provides legislative email member updates during legislative session from January – May • Provide MASWCD members with “End of Session” Legislative Report and Outcomes • MASWCD staff provide in-person legislative summary presentations for district members during eight MASWCD area meetings throughout the state. • MASWCD attends the NACD Fly-In in Washington DC and coordinates a MN delegation to meet with members of Congress – the delegation includes Association staff, board members, SWCD employees, and NRCS, and MN state conservation agency on outcomes, etc. |
| MO | <p>Hold an Education Seminar with legislators every other year</p> |
| OH | <p>Yes. We advocate for our state match funding, division programs, the H2Ohio Program, and federal farm bill programs</p> |
| WI | <p>Yes. We focus almost exclusively on state legislation and budget.</p> <ul style="list-style-type: none"> • In our last legislative session (2023 – 2024), we successfully advocated for the passage of SB 134, which was an organizational priority of ours, and which took 3 legislative sessions. The bill made improvements to our state’s Farmland Preservation Program. • We also advocate heavily for increased funding for county land and water conservation department staff through our state’s biennial budget. |

| Does your association have any MOUs or MOAs with any non-governmental organizations? | |
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| IL | In the past, but not currently |
| IN | Yes |
| IA | No |
| MI | Yes. We have a couple of MOUs related to our work on grants with other organizations. |
| MN | No |
| MO | No |
| OH | No |
| WI | Yes – we have an MOA guiding our engagement with the state’s Interagency Water Quality Working Group, where leaders from our state departments of Agriculture and Natural Resources, Extension, and NRCS convene. We also have an MOA guiding our agency commitments to participating in, and funding, our Standards Oversight Council Program |

Conservation Districts

| | Number of Districts | Average or approximate range of staff employed | Benefits/services your associations provide districts outside of dues contribution benefits |
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| IL | 97 | 1 – 2 employees per district | We have recently acquired IT support for district staff struggling with federal equipment, as well as creating educational opportunities |
| IN | 92 | 1.5 employees per district, as high as 8 and as low as 0.25 | https://iaswcd.org/districts/ https://iaswcd.org/conservation-events/ |
| IA | 100 (1 per county, except Pottawattamie County is divided in half to create 2 districts: East Pottawattamie and West Pottawattamie) | Unknown. There are very few district employees in Iowa | None |

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| MI | 75 districts, but only 74 are in active operation | It ranges from 1 part-time employee to 16+ full-time employees in a district. | One thing that is hard to capture in a list of benefits is the amount of personalized support we offer districts in helping identify resources, solve challenges, and answer questions, especially for new district managers. This has ranged from everything from HR and legal support, tech questions, public relations challenges, hiring suggestions, to template letters and financial questions. |
| MN | 88 | Approximately 450 statewide, 4 – 6 employees per district. | MASWCD board and staff develop policy white papers for increased district operational support, technical training partnership and district program initiatives. |
| MO | 114 | 2 – 3 per SWCD | MASWCD employees provide training opportunities for SWCD employees. The MASWCD Coordinator works with NRCS to make sure that training provided to NRCS employees is also provided to SWCD employees. Also, with our Archeologist, we provide cultural resources reviews for the SWCDs. |
| OH | 88 | It can range between 2 – 15 employees. On average 5 – 6 employees. | We have an extensive list of benefits, but the most used would be Zoom access, access to share information on our email communications, special events, Survey Monkey, Tech Soup, etc. |
| WI | 72 counties (which serve as the infrastructure for our local conservation delivery) | Varies greatly from 1 – 10 staff members per LCD | Advocacy and training are the big ones. We also have instituted a relatively new “local policy input process,” by which counties can raise issues to area associations, and the area associations can present them to our state association for consideration and potential action. (This has replaced our old resolution process.) Through this new method, we can vet and consider how best we can meet the needs of our members on issues that have statewide resonance. |

| | Do your conservation districts receive operational funding appropriated by the state legislature and governor? | Other sources of funding for districts outside of grants |
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| IL | FY 2026 at \$4.5 million | Many districts engage in additional, local work to supplement income. It varies heavily by district, but many use plant sales, fish sales, and land use planning activities as revenue generators. |
| IN | \$10,000/year by statute \$10,000/year appropriated by State Soil Conservation Board | County contributions and fundraising activities such as renting no-till drills; selling trees, rain barrels, native plants; etc. |

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| IA | District allocation of \$3,000 each for commissioner expenses from the Secretary of Agriculture’s budget which is appropriated by the legislature. Other funding is provided for various programs. | Some districts receive county appropriations. |
| MI | \$3 million total, which translates to \$40,000 per district annually | Varies greatly from district to district. 13 districts in the state have millages. Some counties have county appropriations. Most districts have native tree and plant sales – some of these only break even while some make a significant amount of revenue for the district. |
| MN | FY 2025: State Operational funding to be distributed to the SWCD ~ \$12 million to be distributed to SWCDs operational funding \$5.116 million two additional state-based grants | SWCDs in Minnesota also receive funding from county appropriations around \$14 million |
| MO | 7/1/24 – 6/30/25: \$19,680,570 | State funding, county appropriations, equipment rental, and sales |
| OH | Yes. \$22 million in match dollars | The counties and municipal governments match those funds. |
| WI | Yes. They receive funding through our Department of Agriculture, Trade, and Consumer Protection’s Soil and Water Resources Management Program. For 2025, county LWCDs receive \$11,214,400 which is allocated across counties per their request as defined as in the state’s 2025 Joint Allocation Plan . | County tax levy dollars Cooperative agreements |

Conservation District Boards (Supervisors/Commissioners/Directors)

| | What kind of training is provided for new board members? | |
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| IL | We do a new board member basic training every year with the Illinois Department of Agriculture (IDOA) via Zoom. We also do some board member training at our Summer Conference/Annual Meeting. | |
| IN | Online: https://experience.arcgis.com/experience/d610618955614464a6cdf71703e5dad6/ In person: State Department of Ag has District Support Specialists to help onboard new board members. | |
| IA | CDI provides New Commissioner Training after each election year. We also have a Commissioner Handbook available on our website. | |
| MI | Training varies between districts. Some districts have a more formal process in place. MACD is working on bringing back regional, in-person training in coordination with the Michigan Department of Agriculture and Rural Development (MDARD) that had ended during COVID, increasing our online training, webinars, and resources, and developing additional training materials. This is very much in development. The biggest barrier to creating additional training and standardization across districts is association capacity. | |

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|----|---|
| MN | MASWCD conducts a Governance/Leadership Summit conference for newer board members as well as staff. |
| MO | Training for new board members is provided by the state agency. Training is also provided at the Annual Training Conference (the MASWCD Annual Meeting) and Area Meetings. |
| OH | New board members are invited to area trainings, to participate in an online training session, and are invited to First Term Supervisor Training during our winter meeting |
| WI | We provide Land Conservation Committee in-person training around the state after new LCC members are elected. Along with that, we publish an LCC Handbook and LCC-specific resources on our website |

| | Are district board members provided any benefits such as health/dental/vision insurance, retirement savings plan, etc.? | Do your board members receive a stipend for board meeting attendance? |
|----|---|--|
| IL | Directors may apply for coverage on the employees' plan at their cost. | At the discretion of each of the 97 individual districts. In most cases, no. |
| IN | No | \$35/meeting plus some mileage |
| IA | No | No |
| MI | No | Some do. It varies from district to district. |
| MN | Minnesota board members can participate in a small public retirement account | Minnesota SWCD board members may receive a per diem of up to \$125 |
| MO | No | No, but they receive pay for mileage |
| OH | No | No |
| WI | Not that I'm aware of | Not a stipend, but we budget a small amount of funding that they can request to offset a percentage of their expenses. |

National Association of Conservation Districts (NACD) Membership

| | How does your association designate an NACD Board Member and Alternate Board Member? | Are there term limits? | Has your association made exceptions in designating NACD Board Members and Alternate Board Members? |
|----|---|------------------------|---|
| IL | The board elects the delegates. They are usually the President and Vice President, but any district director is eligible. | No | No |
| IN | Nomination | No | No |

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|----|--|--|-------------------------------|
| IA | The CDI President is the designated NACD Board Member The CDI Vice President is the designated NACD Alternate Board Member | Yes. They are only eligible during their term in office. Typically, they are on the NACD board in each designated role for 2 years. (e.g., if the VP serves for 2 years as the NACD Alternate Board Member and then is elected Association President, they will then serve an additional 2 years as the NACD Board Member) | No |
| MI | According to the MACD bylaws, the NACD Board Member is the association President or the President's designee. The NACD Alternate is either the association Vice President or the President's designee. | Two-year terms, no term limits. | Not within the past 14 years. |
| MN | The MASWCD State Board of Directors determines the NACD board designees annually | No | No |
| MO | Appointed by the MASWCD president with approval from the MASWCD board | 2-year term with no limit on the number of terms | No |
| OH | Association president selects | No | No |
| WI | Our BOD Chair typically fills the role of NACD board member, and the President serves as NACD alternate board member. That said, we do not have a formal process for this – we are working to develop one. | No | No |

| | | | |
|----|---|--|--|
| | What formal efforts has your association made to promote NACD to districts, including the advantages of paying NACD dues? | | |
| IL | We encourage districts to pay dues to NACD and forward information that we receive from NACD to districts. We also include NACD news in our newsletter on occasion. | | |
| IN | Emails, webinars with NACD region representative, NACD president or other leader speaking at our annual conference, NACD booth at conference | | |
| IA | Information about NACD is mentioned at the CDI annual conference and at spring regionals. | | |
| MI | We share information about NACD in newsletters and training materials, encourage being a part of NACD and share the work NACD is doing at region meetings and at state council meetings. We give special encouragement to district who receive grant funding from NACD. | | |

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|----|---|
| MN | MASWCD provides NACD board presentations during annual meetings MASWCD promotes NACD resources and federal legislative updates as applicable MASWCD highlights NACD activities in MASWCD e-newsletter |
| MO | An NACD officer has been a speaker at our Annual Training Conference for a number of years. Our NACD Region Representative attends our conference regularly and presents information about NACD either at a workshop or at a booth at our tradeshow. |
| OH | In general, we support the value of NACD |
| WI | We have featured NACD (through our Region Representative) at our annual conference in an attempt to “re-introduce” NACD to our Wisconsin counties. We send periodic emails out to promote dues. We have also regularly shared NACD CEO Jeremy Peters’ updates from DC regarding executive actions and policy affecting conservation delivery. (These have been well-received by our members.) |

Events

State Association Annual Meeting/Conference

| | Time of year it is held | Number of days | Do you hold it in conjunction with another entity? |
|----|--|---|---|
| IL | July | 2 – 3 days | No |
| IN | January | 2 days | No |
| IA | Late August every year | 2 days | No |
| MI | In recent years it has been the first week of December, but starting in 2026, it will be moved to the end of October based on member feedback. | Typically, it includes 1 day for state council, 1 full day and 2 half days for sessions, including the business meeting | Not directly. We do invite our partners from NRCS and MDARD and provide them with resources for their own training needs. Conservation District Employees of Michigan (CDEM) also is a part of the annual meeting as well. Each of these partners has one member on the planning committee but does not directly contribute financially to the event. |
| MN | December | 3 days | No |
| MO | The week after Thanksgiving | 2 ½ days | No |
| OH | January or February | 1 full day, 2 half days | No |

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|----|---------------------|--------|---|
| WI | First week in March | 3 days | No – we are limited in what conference spaces can accommodate us. Our needs and timelines are very specific which makes partnering with others very difficult for us. |
|----|---------------------|--------|---|

| | Funding sources | Is this a major source of revenue? | What recognition/ awards does your association sponsor? |
|----|--|------------------------------------|--|
| IL | Registrations, sponsorships, exhibitors, and partner involvement, in addition to auctions | No | Friend of Conservation Legislator of the Year Forestry Award Woman in Conservation Teacher of the Year Director of the Year |
| IN | Sponsorships Exhibitors Registration fees Partner involvement/contributions | No | https://iaswcd.org/conservation-events/annual-awards/ |
| IA | Sponsorships, exhibitors, registration fees (commissioner and assistant commissioner fees are paid by the Iowa Department of Agriculture and Land Stewardship) | No. We hope to break even. | 2025 Conservation Farmer of the Year Award 2025 Conservation Teacher of the Year Award 2025 Conservation Woman of the Year Award 2025 Ken Wagner Award - Awarded to new outstanding commissioner with 5 years or less service. 2025 Outstanding SWCD Commissioner Award 2025 Outstanding Watershed Award 2025 Ruth Wagner Award – Awarded to new outstanding assistant commissioner with 5 years or less service. 2025 Trees Forever Windbreak Award – Awarded by Trees Forever 2025 Woodland Owner of the Year Award – Awarded by Iowa DNR Forester 2025 Paul Johnson Outstanding Soil and Water Conservation District |

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| MI | Registration fees provide most of the funds. Sponsorships and exhibitors were fairly limited before but have grown substantially over the past year and we anticipate this to be a much larger piece of the funding for 2025. | It was in the past. Currently it just breaks even, including covering staff time for running the event. We hope to develop additional revenue streams for the annual meeting, but our first priority will be to bring down the registration cost for districts, and then to make a profit. | We have a variety of awards presented at the event. They include, but are not limited to the following: Outstanding Conservation District Friend of Conservation Director of the Year Conservation Farmer Conservation Leader (Legislator) Director 20-year Service Recognition |
| MN | Sponsorships Exhibitors Registration fees Partner involvement/contributions | Yes | Minnesota sponsors numerous awards recognizing landowners, board members, staff, projects, educators and partners For more information, visit this link |
| MO | Registration fees | Yes | Cooperator of the Year Educator of the Year Distinguished Service Conservation Partnership Award |
| OH | Sponsors, exhibitors, registration fees | No | Supervisor of the Year District of the Year Educator of the Year Urban program President's Choice |
| WI | Sponsorship (we fold exhibiting into sponsorship) and registration fees | Yes | Outstanding Conservation Employee Award (County Conservationist) Outstanding Conservation Employee Award (Technician) Outstanding Conservation Employee Award (Administrative) Outstanding Land Conservation Committee Member Award Outstanding Youth Educator Award Conservation Legacy Award Friend of Conservation Award Conservation Farm Family of the Year Award |

| | Does your association coordinate any additional statewide conferences? If so, what is the focus/purpose of the event(s)? | What are your funding sources? |
|----|--|--|
| IL | No | NA |
| IN | Region meetings in summer in each of our regions – to connect regions and provide training. | These meetings are in a transition period. They’ve previously been supported by registrations paid by the districts, but moving forward, the increased dues to IASWCD will help the association fund these meetings instead. |
| IA | No | NA |
| MI | No. We provide support for larger events at individual districts as capacity allows | NA |
| MN | MASWCD conducts several events including a district leadership development cohort course; board/staff relations; Local Working Group facilitation training; Franklin Covey management training, etc. | Usually registration fee based, may be supplemented via grants for specific scope or content, and/or may be an investment that the association board supports via MASWCD budget |
| MO | Area Meetings - provides training to SWCD board members and employees on a current topic. We also allow time for our partner agencies to give an agency update. Legislative Education Seminar - The afternoon we provide training to the SWCD board members and staff. In the evening session legislators attend and the MASWCD Board discusses pending legislation while also discussing our program | Area Meetings are paid for by the state agency Legislative Education Seminar is paid for with funds from the auction |
| OH | Summer Supervisor School – an opportunity to train our folks and go on tours to see regional practices. Area Winter Meeting Cover Crop Training Day | Sponsors/registrations |
| WI | The County Conservation Meeting – which occurs in October over two days. This event brings together LWCD department heads (“County Conservationists”) to address issues of concern particularly to department heads, engage with partner agency staff, dig in deeper on selected and prioritized topics | We charge a registration fee for the meeting. No sponsorships. |

| | Does your association host field days? If so, please describe. |
|----|---|
| IL | No, but we assist districts with field days and events as we can |
| IN | Program staff host several field days; association typically does not |

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| IA | Not directly. We support districts who are holding field days upon request |
| MI | Not at this point. We have discussed the possibility in the future. |
| MN | MASWCD areas conduct regional tours/field days and are usually hosted by a local SWCD. Local SWCDs usually conduct field days. No state-sponsored tours. |
| MO | No |
| OH | Not outside of the events they currently hold which could be considered field days: Cover Crop Training Day and Summer Supervisor School |
| WI | No, but we do bring legislators out to see project work periodically. (Often around Earth Day and around the recognition of our Conservation Farm Family of the Year Award.) |

National Conservation Foundation (NCF) Envirothon

| | Who manages Envirothon in your state? | Who manages the content? |
|----|--|--|
| IL | An SWCD employee from Bureau County is contracted | Association Education Committee |
| IN | Volunteers | Volunteers |
| IA | CDI | CDI |
| MI | MACD is the fiduciary for Envirothon in the state | We have an Envirothon committee as well as funding for a part-time, year-round support person. The committee and MACD staff, combined, manage all the elements of the Envirothon program |
| MN | It is a partnership with the state association and local SWCD staff. | The state association provides a small contract with a local SWCD to manage the content and to coordinate the event. MASWCD staff develops and assists with sponsorship development |
| MO | It is managed by a committee that includes 2 SWCD staff representatives from each Envirothon regions in the state and a representative from NRCS, MASWCD, DNR, and Missouri Department of Conservation (MDC) | We follow all content provided by the NCF Envirothon and the Committee of Regions manages to make sure it's carried out |
| OH | A special Envirothon Committee made up of SWCD staff (although board members could participate if appointed). 2 committee members are appointed per region by the committee. | The Envirothon Committee |
| WI | We have a staff member who manages the Wisconsin Envirothon. | Our staff lead and are supported by a committee |

| What are your sources of funding? | |
|-----------------------------------|--|
| IL | Annual Auction at our Summer Conference/Annual Meeting and Association contribution. |
| IN | Association contributes some funding, otherwise, it runs on a very small budget |
| IA | We receive funding through an agreement with NRCS, sponsorships from Smithfield, Iowa Farm Bureau along with other donations, and registration fees. |
| MI | Team registrations NRCS Cooperative Agreements Conservation district sponsorships Corporate and nonprofit sponsorships |
| MN | Sponsorships, MASWCD state contributions, and area or local SWCD contributions. |
| MO | ~15% of the SWCDs in MO pay yearly sponsorship dues, along with NRCS, MDC and MASWCD. We also have corporate sponsorships which include Smithfield, Sydenstricker, and the Missouri Soybean Association |
| OH | Grant programs, donors, fundraising through districts |
| WI | Registration, sponsorships, grants, donations |

| What awards are presented at the Envirothon? | |
|--|---|
| IL | Top 3 teams Best team shirts Team spirit award |
| IN | Unsure |
| IA | 1 st place, 2 nd place, 3 rd place recognition CDI pays all expenses for the 1 st place team to compete at the international competition |
| MI | A variety of awards for first, second, and third place for each different category, and first, second, and third place for the event as a whole. |
| MN | Unsure |
| MO | 1 st – 3 rd place teams receive plaques + medals for each of the team members. 1 st place team receives a stipend for travel expenses to the national competition + Missouri Envirothon pays their registration fees for the event. 1 st place in each resource concern receives a certificate. |
| OH | Station awards, 1 st – 3 rd place awards, rookie awards |

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| WI | <p><u>Overall Awards</u> High School: 1st, 2nd, 3rd places Middle School: 1st, 2nd, 3rd places FFA: 1st, 2nd places</p> <p><u>Topic-Specific Awards</u> 1st place High School, 1st place Middle School for each of the following topics:</p> <ul style="list-style-type: none">• Wildlife• Soils and Land Use• Aquatic Ecology• Forestry• Team “Current Issue Presentation” |
|----|---|

Benefits for paying CDI dues (from page 11):

How CDI Supports Commissioners Listed below are tasks CDI accomplishes to represent and support commissioners throughout the year. This effort is made possible by dues paid by commissioners.

- Employs a full-time Executive Director and a full-time Program Assistant to operate the association and implement the mission.
- Publishes the monthly **Connections** newsletter to keep commissioners and districts informed.
- Brings information to Commissioners through annual Spring Regional Commissioner Meetings, Annual Commissioner Conference and Business Meeting and regular email updates.
- Maintains CDI's website (www.cdiowa.org) with resources available to help commissioners with their positions.
- Offers planning services to assist districts to update their five-year Soil and Water Resource Conservation Plans as required by Iowa Chapter 161A.
- Executes program agreement with NRCS to employ 25 Administrative Support Staff to each of the NRCS Resource Team areas.
- Conducts education and acknowledgement programs for scholarships, awards, poster contest and Envirothon.
- Facilitates the Resolutions Process for commissioners to recommend conservation policy changes at the state and federal level.
- Employs a lobbyist to monitor and influence budget and policy items related to conservation.
- Organizes the Conservation Partnership Day event at the Iowa Capitol, providing an opportunity for commissioners to meet with legislators.
- Represents interests of commissioners at meetings of state and federal governmental agencies and partner organizations.
- Keeps up to date on new conservation policy, technology, practices, etc. by reviewing publications, attending conferences, etc.
- Represents Iowa with the National Association of Conservation Districts and to U.S. Legislators.
- Represents Iowa SWCDs to the US EPA by filing required district information in the annual DNR nonpoint source report.
- Executes program partnership agreement with NRCS and the Iowa DNR to employ and five Conservation Wetland Specialists, five Land & Water Conservationists and five Wetland Engineering Technicians who are strategically located throughout the state. These positions provide much-needed technical assistance to local staff to get conservation projects completed.
- Attends commissioner meetings, district events, and activities.
- Assists commissioners and districts on an individual basis per request.